



# NIH UNITE initiative

**T Committee Update**

**June 10, 2022**

# T Committee Charge

**To ensure transparency, accountability, and sustainability of all UNITE efforts amongst NIH Internal and External Stakeholders.**

*Includes coordinating NIH-wide efforts and communicating findings from UNITE committees to internal and external stakeholders and the general public, and facilitating communication among NIH Institutes, Centers, and Offices.*

# T Committee: Priorities

- Develop resources to communicate UNITE efforts and change the culture around diversity, equity, inclusion, and accessibility at NIH and in the biomedical research ecosystem

## SELECT 2022 ACCOMPLISHMENTS

- Provided ongoing content development and strategy for the [Ending Structural Racism](#) (ESR) webpages
- Enhanced the UNITE intranet site and toolkit with new content and resources
- Provided insights to help launch the [UNITE Co-Chairs' Corner](#)
- Updated racial and ethnic demographic data via the UNITE [Data Dashboard](#)
- Authored publication - Dr. Sadhana Jackson's STAT news Op-Ed – [The power of inclusion: Overturning the 'white wall' standard](#) – detailing academic medical journey and the Recognition Project
- Facilitated internal DEIA virtual discussions via UNITE Teams





Not everything that is faced can be changed, but nothing can be changed until it is faced.

James Baldwin

## NATIONAL INSTITUTES OF HEALTH UNITE INITIATIVE

The UNITE initiative was established to identify and address structural racism within the NIH-supported and the greater scientific community. With representation from across the NIH Institutes and Centers, UNITE aims to establish an equitable and civil culture within the biomedical research enterprise and reduce barriers to racial equity in the biomedical research workforce.

For more information, please visit:  
[www.nih.gov/ending-structural-racism/unite](http://www.nih.gov/ending-structural-racism/unite)

National Institutes of Health

At the National Institutes of Health, we have hope and humanity in our ranks and in our mission.

Anne Sumner, MD  
Senior Investigator, NIDDK

What you do makes a difference. You have to decide what kind of difference you want to make.

Jane Goodall

# TOGETHER WE'RE STRONGER

Success is a collection of problems solved.

I. M. Pei





# T Committee: Priorities

## ONGOING

- Providing insights on a comprehensive UNITE communications plan using the UNITE Goals (Summer 2022)
- Developing an internal communications plan of NIH staff who serve as “knowledge ambassadors” for UNITE and DEIA efforts
- Improving the NIH onboarding process to be more inclusive for new NIH staff
- Growing UNITE’s GovDelivery distribution list through email updates and [LinkedIn](#)
- Expanding [The Power of an Inclusive Workplace Recognition Project](#) with more external facing artwork throughout campus

## METRICS

- Increase traffic to ESR webpages (E.g., Data Dashboard, Recognition Project) and LinkedIn to expand awareness of and enhance engagement with UNITE
- Provide input on the evaluation methodology that will be included in the UNITE communications plan



# 'T' Committee Membership

**Amy Bany Adams (NINDS)**

**John Burklow (OD)**

**Sadhana Jackson (NCI/NINDS)**

Mohammed Aiyegbo (NIAID)

Albert Avila (NIDA)

Samantha Calabrese (NICHD)

Marzjah Esther (OD)

Carla Garnett (OCPL)

Paule Joseph (OIR)

Eric Refsland (NIAID)

Cathy Rowe (NIDCD)

Wendy Rueda (NCI)

Eric Sid (NCATS)

Wayne Wang (NHLBI)